

**MINUTES**  
**DeKalb Park District**  
**Board of Commissioners Special Meeting**  
**December 8, 2015**  
**Hopkins Park Community Center**  
**1403 Sycamore Road, DeKalb, IL**  
**2:15 pm**

**Call to Order:** President Phil Young called the meeting to order at 2:17 pm.

**Board members present:** President Phil Young, Commissioner Dean Holliday, Commissioner Bryant Irving, and Commissioner Dag Grada

**Staff members present:** Executive Director Jason Mangum, Superintendent of Recreation Amy Doll, Food and Clubhouse Manager Jane Holdridge, Graduate Management Analyst Ryan Lindeman, Facility & Marketing Supervisor Scott deOliveira, Recreation Supervisor Rachel Schmit, KSRA Director Julie Eggleston, Financial Administrator Josephine Knoble, Parks Worker David Kessen, Financial Systems Analyst Autumn Kelly, Capital Projects Supervisor Todd Bex

**Others present:** Jeff Hoffman, Ed Harvey, Nancy McCaul

## **II. Action on Agenda**

President Young made a motion to amend the agenda to add and item VII A Discussion of the District Auditing Firm and move Adjourn the Public Meeting item VIII. Commissioner Holliday seconded the motion. Motion carried by voice vote.

## **III. Public Comment:**

None.

## **IV. Discussion and Action on Health Insurance Renewal for Calendar Year 2016**

Executive Director Mangum reported that several employees have discussed the District's health insurance. This is something that the board approves every year. Staff initially thought that the District could adjust the benefit year to the fiscal year but that isn't possible. The District would like to offer employees options in health insurance.

Jeff Hoffman from Crum-Halsted Insurance presented three Blue Cross Blue Shield plans. Options were presented including an HMO plan, and two PPO plans.

Commissioner Irving asked if on the HMO staff could go to any doctor. Hoffman said that staff need to go to in-network doctor and that staff would need to go to their primary care doctor to get a referral. Commissioner Holliday asked if the primary care doctor refers the employee to a specialist whether the employee has a choice. Hoffman responded that the employee will have to go to specialist in the plan and that the HMO is a more limited plan. Hoffman indicated that it is easy to get into the website to see what providers are in network. Executive Director Mangum indicated that the District recognizes that it is more limited, but it is a more affordable option.

Commissioner Irving asked if the employee has to stay with that HMO for a year. Hoffman replied that on the application they have to declare a primary care physician. The plan is in place until the next renewal. Hoffman indicated that anyone staying with a high deductible plan would still be eligible for the HSA account.

Executive Director Mangum noted that the District is proposing for the high deductible plan that the District increase the District contribution from \$1200 per year to \$1500 per year. They would also reduce the cost the employee pays for dependent care to 50% from 60% as a way to make it a little more affordable for District employees.

Commissioner Irving asked what the District currently offers. Director Mangum referred to column A on the chart.

President Young asked about the HSA. Director Mangum responded that only one of the plans is considered high deductible plan to qualify for the HSA. The other plans would allow the employee to have a flex spending account. The District could not contribute to employees' flex spending accounts.

Commissioner Irving asked about the prescription drug coverage in the plans. Hoffman reported that Plan C does not have any co-pays at all. Everything goes towards the deductible in the existing plan. Under the HMO there is a 3 level drug card as does the other PPO plan.

Commissioner Holliday asked what hospitals are in the network. Hoffman indicated that there are two in Rockford. Commissioner Holliday asked why Kishwaukee Hospital is not in network. Hoffman responded that Kishwaukee Hospital has elected not to participate.

President Young asked if staff have had a chance to review this. Executive Director Mangum replied that they have not, but a focus group has looked at it. There was good representation from the different staff areas and that they have discussed it. Commissioner Holliday asked if staff can choose any of the options. Director Mangum responded yes.

Director Mangum recognized Jane Holdridge for stepping up and taking the lead with the focus group when the Superintendent of Finance left.

Commissioner Holliday asked what the difference would be if everyone went to the new PPO plan. Director Mangum indicated that this would be \$15,000 increase in expense to the District.

Commissioner Irving made a motion to accept the proposed Employee Health Insurance Options for employees to choose from: a high deductible (\$2500) HAS, an HMO or a low deductible \$1000/\$2000 PPO. Increase the HAS contribution to \$1500 per employee per year. Change the dependent contribution to 50%/50% and increase the opt off option to \$475 per month. Commissioner Grada seconded the motion.

Motion carried by roll call vote. Aye: Holliday, Irving, Grada, Young (4-0-0)

#### **V. Action on Resolution 15-21: Appointment of IMRF Authorized Agent**

Commissioner Irving made a motion to Adopt Resolution 15-21: A Resolution Appointing an Authorized Agent to the Illinois Municipal Retirement Fund. Commissioner Holliday seconded the motion.

Motion carried by roll call vote. Aye: Holliday, Grada, Young Abstained: Irving (4-0-1)

#### **VI. Action on Ratification of Agreement with GovTemps USA LLC for Interim Superintendent of Finance**

Commissioner Grada made a motion to ratify the employee agreement with GovTemps USA for the Interim Superintendent of Finance position. Commissioner Irving seconded the motion.

Director Mangum introduced Nancy McCaul, who will be working about 20 hours per week. Nancy has been the Business Manager and Superintendent of Finance for four Districts and just recently retired as the Executive Director of the Fox Valley Park District.

Motion carried by roll call vote. Aye: Holliday, Irving, Grada, Young (4-0-0)

## **VII. Discussion of District Auditing Firm.**

McCaul indicated that the District's current auditing firm is Sikich. The contract with Sikich has expired. It would be impossible at this time to get quotes together for a new firm and there are some new complicated reporting guidelines coming up next year. For these reasons in January staff will be proposing a one year extension for the current contract with Sikich.

## **VII. Adjourn Public Meeting**

Commissioner Irving made a motion to adjourn the meeting. Commissioner Holliday seconded the motion. Motion carried by voice vote.

Meeting adjourned at 2:51 pm.